



**DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION (MECHANIZED)
FORT HOOD, TEXAS 76544-5000**

REPLY TO
THE ATTENTION OF:

AFYB-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Headquarters, 4th Infantry Division Reenlistment Awards Program, Fiscal Year 2007

1. REFERENCE: Army Regulation 601-280, Army Retention Program.
2. PURPOSE. To establish criteria and standards for the 4th Infantry Division Reenlistment Awards Program. This program recognizes units and Career Counselors for reenlistment accomplishments. Additionally, the competitive nature of this program will promote esprit de corps within the 4th Infantry Division.
3. APPLICABILITY. The provisions of this program are applicable to all commands with reenlistment mission objectives from the 4th Infantry Division.
4. GOALS.
 - a. Reenlist, on a long-term basis, sufficient numbers of highly qualified Active Army Soldiers.
 - b. Enlist or transfer and assign sufficient numbers of highly qualified Soldiers who are separating from the Active Army into Reserve Component units, consistent within geographic constraints.
 - c. Achieve and maintain Army force alignment through the retention, transfer, or enlistment of highly qualified Soldiers in critical skills and locations.
 - d. Adequately support special programs such as the U.S. Military Academy Preparatory School (USMAPS) and ROTC "Green to Gold" programs.
5. AWARDS. The 4th Infantry Division Commanding General or his representative will present awards to all units as follows:
 - a. Annual Awards:
 - (1) The 4th Infantry Division Commanding General's Retention Excellence Award will be awarded to each Brigade and Battalion which meets or exceeds the annual assigned mission objectives in the Initial Term, Mid-Career, Career and Reserve Component categories.
 - (2) The Ironhorse Award will be presented to the Brigade and Battalion that achieve 100% of the assigned mission objectives in the Initial Term, Mid-Career, Career, FY07 & FY08 ETS, and Reserve Component categories. The award will be broken down by Large Brigade, Small Brigade, and Battalion levels.
 - (3) The Early Bird Award will be presented to the first Brigade and Battalion to achieve 100% of the assigned mission objectives as described in Initial Term, Mid-Career, Career, FY07 & FY08 ETS,

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and Reserve Component categories. The award will be broken down by Large Brigade, Small Brigade, and Battalion levels.

(4) The Top Producer Award will be presented to the Brigade and Battalion that have the highest percentage of reenlistments, above 100%, of their assigned mission in the Initial Term, Mid-Career, Career, FY07 & FY08 ETS, and Reserve Component categories. The awards will be broken down by Large Brigade, Small Brigade, and Battalion levels.

(5) The Annual Mission FY07 & FY08 ETS Award will be presented to the Brigade and Battalion to achieve 100% of the assigned mission objectives in the FY07 & FY08 categories. This award will be broken down by Large Brigade, Small Brigade, and Battalion levels.

6. RESPONSIBILITIES.

a. The 4th Infantry Division Retention Office is responsible for:

(1) Compiling and publishing periodic retention statistics for Active and Reserve Components.

(2) Procuring the appropriate awards and coordinating the presentations.

b. Brigade Commanders are responsible for developing and maintaining a Retention Awards Program to recognize units' achievements.

7. PRESENTATION OF AWARDS. The Commanding General, or his representative, will present awards at a designated function.

8. Point of contact for this memorandum is SGM Horne at DSN 663-0844 or via email at Arlene.d.horne@hood.army.mil



JEFFERY W. HAMMOND
Major General, USA
Commanding

DISTRIBUTION:

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CF:

Each Retention Office